

VP Allen-Diaz names Greer vice provost

Christopher Greer, UC Cooperative Extension director in Colusa, Sutter, Yuba and Glenn counties, has been selected to serve as the vice provost of UC Cooperative Extension effective July 1.

“As those of you who viewed the presentations know, he was chosen from an excellent pool of experienced and highly qualified candidates,” VP Barbara Allen-Diaz said. “Chris, who combines broad programmatic knowledge with his great managerial and communication skills, stood out as the best choice for this position. He has broad experience within ANR, serving as president of the Academic Assembly Council, as well as a member of the ANR Peer Review Committee, UC FSNEP/CalFresh Advisory Committee and the County Director Council, among many other roles. His breadth of programmatic and administrative knowledge provide him with the tools needed for this important job.”



Christopher Greer

In his new role as vice provost, Greer will lead all county-based UCCE academic programs. He will coordinate programs and

priorities with those of the Agricultural Experiment Station and ensure that ANR programs align with ANR’s strategic vision and are relevant to Californians. The directors of county-based UCCE programs and the executive director of the ANR Academic Personnel Unit will report to this position. As vice provost, he will serve on the ANR Program Council and report directly to the associate vice president.

Since 2002, he has served as UCCE area rice advisor, first in Colusa, Glenn and Yolo counties, and most recently in Sutter, Yuba, Sacramento and Placer counties. Greer holds a Ph.D. in plant pathology from UC Davis and B.S. in bioenvironmental sciences from Texas A&M University.

He will be based at the ANR Building in Davis and can be reached at cagreer@ucanr.edu and (530) 750-1369.

Public comment on UCCE positions closes July 21

The period for public comment on the 123 new UCCE positions proposed closes July 21.

ANR leadership strongly encourages engaging external stakeholders in the process, including commodity groups, cooperating programs, agency partners, community groups and others to explicitly discuss priority needs for positions. All are invited to review and leave comments at <http://ucanr.edu/2014CallforPositions>.

To comment on a proposal, find the position at the bottom of <http://ucanr.edu/2014CallforPositions>. Above the list there is a search tool. Click the proposal title link and write in the “comments” text box. If desired, include your title and/or organization.

The value of the comments is not in the quantity but the quality. These comments are not being used as votes. One collective set of thoughtful comments from an organization or group that explain why the position is important based on filling a critical need means more than an overwhelming number of comments that simply state support. Comments are publically available and will be reviewed by the review teams, UC ANR Program Council and Vice President Allen-Diaz.

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Employment Opportunities

San Benito, Monterey and Santa Cruz counties: Area Livestock and Natural Resources Advisor

ANR is seeking a Cooperative Extension Advisor to conduct an extension, education and applied research program that will focus on livestock production and marketing, food safety, herd health and management, forage production, invasive species and grazing management. This advisor's program will also have a natural resource component and address water quality, soil quality, wildlife habitat and management as well as forage production and grazing strategies that support ecosystem services. The advisor will be based in Hollister and serve San Benito, Monterey and Santa Cruz counties.

A master's degree is required, though advanced degrees are encouraged, in disciplines of animal science, rangeland management or other closely related fields. Ideally the applicant will demonstrate relevant course work, training, and practical experience in both animal science and range management and have the minimum course work to be a Certified Rangeland Manager within five years of date of hire.

The full description for position AP#14-06 is at <http://ucanr.edu/jobFiles/628.pdf>. Applications should be submitted to ANRacademicsearch@ucop.edu by July 21.

Yolo, Solano and Sacramento counties: Small Farms Advisor

ANR is seeking a Cooperative Extension advisor to conduct a multi-county-based extension and applied research program in the area of small-scale farms engaged in direct and nontraditional wholesale marketing of vegetable and fruit crops. The advisor will be based in Woodland and serve Yolo, Solano and Sacramento counties.

A master's degree is required, though other advanced degrees are encouraged, in disciplines such as agriculture, plant science or a closely related field. Additional experience in soil science, agro-ecology and sustainable agriculture is preferred. Post-graduate agricultural experience in applied research, education, or in private enterprise in small-scale and organic agricultural production is advantageous.

Please view the full description for position AP#14-07 at http://ucanr.edu/jobs/jobs_990/?jobnum=633. Applications should be submitted to ANRacademicsearch@ucop.edu by Aug. 10.

ANR hosts programmatic orientation for new academics Aug. 19-21

ANR will host a programmatic orientation for new academics who have joined ANR in the past five years – UCCE advisors, UCCE specialists and AES faculty. All new academics are strongly urged to participate on Aug. 19-21.

Vice President Barbara Allen-Diaz and Associate Vice President Bill Frost will participate in the entire orientation to get to know our new academics and offer their perspectives on the Division and our work. To participate in this orientation, please sign up at [2014 UC ANR Programmatic Orientation for New Academics \(http://ucanr.edu/survey/survey.cfm?surveynumber=13224\)](http://ucanr.edu/survey/survey.cfm?surveynumber=13224).

There is also an orientation for new academics that focuses on administrative topics. While the administrative orientation is important, this new programmatic orientation will focus entirely on ANR programs, impacts and collaborations. It will provide

- A. an introduction to the statewide vision and mission of ANR and its structure and programs (agriculture, natural resources, nutrition and youth development);
- B. the roles and expectations for newly hired academics, to design a plan for a successful career, according to each position and location (e.g., UCCE or AES, county or campus-based);
- C. experiences from colleagues with successful practices and projects; and
- D. finally, this orientation will be a great opportunity for networking with other colleagues, and learning what resources and potential collaborations are available.

One full day of the orientation will be a bus tour that showcases ANR programs in agriculture, natural resources, nutrition and youth development, and offers an opportunity to interact with clientele and program staff. Senior academics will be on hand to offer their perspectives. The remaining time will be devoted to workshops and networking.

The orientation will last two days from noon on Tuesday, Aug. 19, to noon on Thursday, Aug. 21, and will be held at the Kearney Agricultural Research Extension Center. Meals and lodging will be provided, and travel will be reimbursed. An additional workshop will be planned for three months after this orientation to follow up with participants.

If you will be attending, would like more information or would like to recommend someone to attend, please respond at <http://ucanr.edu/survey/survey.cfm?surveynumber=13224>.

Names in the News

Wilén fills in as acting IPM director

Cheryl Wilén, UC Cooperative Extension area IPM advisor, is serving as acting director for the UC Statewide Integrated Pest Management Program while Kassim



Cheryl Wilén

Al-Khatib is on sabbatical leave on a Fulbright Scholarship in Turkey. Wilén, who is based in San Diego, will be at the ANR building on Second Street in Davis one or two days each week. She can be reached at (949) 338-1842 and cawilen@ucanr.edu. Al-Khatib will return in mid-September to resume his role as director of the Statewide IPM Program.

Pope joins UCCE as orchard advisor



Katherine Pope

Katherine Pope joined UCCE on May 27 as an area orchard systems advisor in Yolo, Sacramento and Solano counties.

Pope, who grew up in Sacramento and Yolo counties, has been working on fertilizer management research and tools for walnut growers, such as a monthly nutrient demand budget and updated leaf sampling protocol.

Pope earned her Ph.D. in horticulture and agronomy and an M.S. in international agricultural development from UC Davis and a B.A. in history from Harvard University. Her dissertation research centered on phenology and temperature in almonds, pistachios and walnuts – predicting the timing of bloom based on temperature and winter and spring conditions. She is fluent in Spanish and Italian.

Based in Woodland, Pope can be reached at (530) 666-8733 and kspope@ucanr.edu.

Ferry-Abee named UCCE grape advisor

Allison Ferry-Abee joined UCCE on June 16 as area viticulture advisor in Tulare, Kern and Kings counties.



Allison Ferry-Abee

Ferry-Abee earned her doctorate in plant

pathology at UC Davis and her B.S. in plant science from California State University, Fresno, with emphasis in horticulture/technology.

Based in Tulare, Ferry-Abee can be reached at (559) 684-3316 and aeferry@ucanr.edu.

DeBiase joins IPM Program



Ria DeBiase

Ria DeBiase is the new Pest Management Guidelines Coordinator with the Statewide IPM Program. She'll be responsible for coordinating the 46 crop Pest Management Guidelines series.

Working for several seasons with UCCE advisor Chuck Ingels, DeBiase set up and collected data on management trials for spotted wing drosophila and brown marmorated stink bug. DeBiase, who has a BS in animal biology from UC Davis, has also worked on field horticultural trials in tree crops, grapes and strawberries. Working in several labs, she collected data on soil and plant nutrients to learn more about plant health.

Based in the Davis ANR Building, DeBiase can be reached at (530) 750-1236 and rwdebiase@ucanr.edu.

Symmes named IPM advisor

Emily Symmes joined UCCE on June 16 as an area integrated pest management advisor serving Butte, Colusa, Glenn, Sutter, Tehama and Yuba counties.



Emily Symmes

Symmes, who was born and raised in the Sacramento Valley, living mostly in Chico, has focused her research on agricultural entomology, arthropod vectors of plant pathogens, insect behavior, IPM and the use of semiochemicals to improve pest management.

Prior to joining UC, Symmes instructed courses in biology and agricultural sciences at Butte Community College and CSU Chico, respectively, and worked as a

grant management consultant on a wide range of projects for diverse clientele.

Symmes earned B.S. and M.S. degrees in entomology from UC Riverside and a Ph.D. in entomology from UC Davis.

Based in Oroville, Symmes can be reached at ejsymmes@ucanr.edu or (530) 538-7201.

Kabashima inducted into Hall of Fame



John Kabashima

John Kabashima, UC Cooperative Extension advisor for Orange and Los Angeles counties, was inducted into the Green Industry Hall of Fame at a ceremony held April 26 in Yorba Linda. The Green Industry Hall of Fame

honors the contributions of exceptional individuals who have served the green industry.

Over his 27 years in UC Cooperative Extension, Kabashima's research and extension have focused on the management of insects and diseases in horticulture production and urban landscapes, biological control of exotic pests, water use and water-use-related problems. He has received numerous awards for his research and extension programs and serves as an advisor on numerous committees for organizations including the Nursery Growers Association, California Association of Nurseries and Garden Centers, Orange County Chapter of the California Farm Bureau, California Department of Food and Agriculture and California Agriculture Pest Control Advisers Association. He also manages the UCCE Master Gardener Program in Orange County, which has more than 300 volunteers.

To read more about Kabashima's career, visit <http://www.greenindustryhalloffame.org/dr-john-kabashima.html>.

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Names in the News, cont.

Rodriguez named JCEP pro of the year



Kim Rodriguez

Kim Rodriguez was named the Joint Council of Extension Professionals Professional of the Year on May 21. The award recognizes individuals who demonstrate successful interdisciplinary partnerships across many program areas with colleagues and stakeholders for consistent programs of excellence that have impact for a significant part of their extension career. She received the award at the 9th Biennial Association of Natural Resource Extension Professionals in Sacramento.

Since joining ANR in 1991 as a UCCE forest advisor in Humboldt County, Rodriguez has actively addressed conflict in California forest management through outreach, strategic facilitation and development of partnerships.

In their nominating letter, Susie Kocher, UCCE advisor in the Central Sierra, and AVP Bill Frost wrote: "She has successfully led several outstanding efforts which have led to resolution of conflict including the Sierra Nevada Adaptive Management Project, an eight-year \$13 million collaborative study with UC participating as a 'neutral third party' within an adaptive management process developed to implement US Forest Service fuels treatments in Sierra Nevada forests. Kim has been instrumental in building the capacity for civic engagement within UCCE as a facilitation trainer and for partners through development of a train-the-trainers style collaboration curriculum and workshops for natural resource management agencies and stakeholders."

Rodriguez currently serves as executive director for Academic Personnel.

Communications Advisory Board seeks nominations

The advisory board to ANR Communication Services is seeking to fill positions. Nominations for Communications Advisory Board membership can include, but are not limited to, specialists, advisors, program representatives, academic coordinators and faculty affiliated with the Division of Agriculture and Natural Resources.

The board provides advice and support to the leadership of Communications Services and Information Technology on Division program connection, resource allocation prioritization, major policy issues, budget and long-range planning. It also provides oversight of the peer-review process for ANR educational materials.

Board members are appointed by AVP Bill Frost to serve three-year terms. The board meets on a quarterly basis. The new appointments begin in November. Existing board members whose terms are ending may re-apply.

Nominations are due by Sept. 2. You may nominate yourself or someone else. Send nominations, along with the addresses of the candidates, to Communications Advisory Board Chair David Lewis at djllewis@ucanr.edu. If nominating yourself, please submit a curriculum vitae and the completed online application at http://anrcs.ucanr.edu/Communications_Advisory_Board to David Lewis.

Current members of the advisory board are:

Sheila Barry, livestock and natural resources advisor, Santa Clara County;
 Dustin Blakey, county director and farm advisor, Inyo/Mono Counties;
 Joe Connell, county director and farm advisor, Butte County;
 David Doll, pomology farm advisor, Merced County;
 Rachel Elkins, pomology farm advisor, Lake/Mendocino Counties and master gardener advisor, Lake County;
 Matthew Fidelibus, associate specialist, Kearney Agricultural Research and Extension Center;
 Mary Louise Flint, associate director for Urban and Community IPM;
 John Harper, livestock and natural resources advisor, Mendocino County;
 John Karlik, extension advisor, Kern County;
 David Lewis, county director and watershed management advisor, Marin/Napa Counties;
 Fe Moncloa, 4-H youth development advisor, Santa Clara County;
 Shannon Mueller, farm advisor, Fresno County/Madera Counties;
 Dennis Pittenger, environmental horticulture advisor, Riverside;
 Larry Schwankl, irrigation specialist, Kearney Agricultural Research and Extension Center;
 Terri Spezzano, county director and nutrition, family, consumer science advisor;
 Leigh Taylor Johnson, coastal resources advisor, San Diego County; and
 Patti Wooten Swanson, nutrition, family, consumer science advisor, San Diego County.

UCCE Santa Clara honored for centennial



In recognition of UCCE's centennial, Mike Wasserman, Santa Clara County supervisor, presented a resolution and thanked the UCCE staff in Santa Clara County on June 10.

Retirements

Carl Bell, UCCE invasive plants advisor, San Diego, Orange, Los Angeles, Riverside, Ventura, and San Bernardino counties, 35 years



Carl Bell

For the first 21 years of his career as a UCCE advisor in Imperial County, Bell studied weed management tactics for crops. Solarization proved very successful at controlling weeds in organic winter vegetables at a reasonable cost.

Since 2000, he has worked in Southern California advising land managers on controlling non-native plants that have invaded natural habitats. "My methods reduce the cost of restoration from several thousand dollars per acre to less than \$200 per acre," Bell said.

Gary Bender, UCCE subtropical crops advisor, San Diego County, 30 years

Bender, who has worked his entire career with San Diego County growers, focuses on canopy management, irrigation, water quality, pests and diseases of avocados and citrus. He was the technical editor for "Avocado Production in California."



Gary Bender

For the last five years Bender worked on IPM techniques to control the Diaprepes citrus root weevil. "The parasite releases have apparently stopped the spread of this invasive pest from Florida. Without the parasites, our citrus trees would probably not survive along the coastal areas in this county," Bender said.

He also helped develop the local blueberry industry with variety trials and irrigation trials. He has worked with macadamia nuts and studied minor subtropical fruits that show promise commercially, including cherimoya, lichi, carambola and pitahaya (dragon fruit).

Gregory Billikopf, UCCE labor management farm advisor, Stanislaus County, 33 years



Gregory Billikopf

Billikopf's extension and teaching efforts focused on employee selection, wage structures, interpersonal negotiation skills, conflict resolution and mediation. He received the "best publication"

award from the National Association for County Agricultural Agents for his book *Labor Management in Agriculture: Cultivating Personnel Productivity*, as well as awards from other professional organizations.

Billikopf said he cherishes his years as a farm advisor and now will return to his native Chile to provide community mediation and labor productivity training.

Alejandro Castillo, UCCE dairy farm advisor, Merced County, 12 years

Castillo served as dairy advisor for 12 years, having joined UC Cooperative Extension from a research and extension job in Santa Fe, Argentina. His work in California was focused on dairy cow nutrition and environmental concerns, nutrient balances and nutrient excretion, with special attention to nitrogen and minerals. During his tenure he published more than 100 articles (18 peer-reviewed papers, 30 scientific abstracts and technical articles, and more than 50 newsletter, newspaper and magazine articles).



Alejandro Castillo

"I do want to thank the many dairy producers in Merced County and my UC colleagues who have helped me with my extension and research program," Castillo said. "Their help was critical to doing my part for the future of our dairy industry."

Jane Chin Young, UCCE 4-H youth development advisor, Marin County, 33 years



Jane Chin Young

She began her career with UC as a 4-H advisor in Los Angeles County in 1981, moving to Marin County in 1994. Throughout her career, Chin Young has promoted diversity, providing training and tools to help her 4-H colleagues and volunteers reach underserved and diverse populations. In Marin County, she developed programs to educate low-income youth about nutrition and to train high school and college students to mentor youth. In an administrative role, she worked on the 4-H Staffing Pilot Leadership Project to create a new staffing structure for delivering 4-H programs with reduced resources.

Cathy Christy, staff personnel analyst, 37 years

Christy began her ANR career in 1977 as a senior clerk in the Ag Publications unit in Richmond. In 1989, she took a position with the ANR Staff Personnel Unit as a personnel assistant in Berkeley. She has relocated many times with ANR, working at the Kaiser Building and the Franklin Building in Oakland, and currently in the ANR Building in Davis.



Cathy Christy

Joe Connell, UCCE director, tree crops and horticulture advisor, Butte County, 38 years



Joe Connell

Connell began work with UCCE in Stanislaus County as a summer assistant in 1976. He benefitted from a farm advisor internship in Tulare and Butte counties during 1977-78, and in 1978 became a UCCE advisor working with nuts, citrus and subtropical crops in Fresno County. He moved to

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Retirements, cont.

Butte County in 1980, where he has worked with growers on almonds, walnuts, prunes, olives, and citrus. He also covered landscape horticulture and supported the Master Gardener program.

Mary Louise Flint, associate director for Urban and Community IPM and UCCE specialist in the UC Davis Department of Entomology & Nematology, 34 years



Mary Louise Flint

When the UC Statewide IPM Program began in 1980, Flint was the first employee hired. She created the IPM Manuals series. Eventually growing to 15 titles, these books

brought international recognition to UC IPM and became ANR bestsellers with over 100,000 sold.

Flint's innovative ideas and collaborative spirit have led to the IPM touch-screen kiosk, online and hands-on training programs, pest identification tools, DVD programs and videos. In retirement, she plans to update "Pests of the Garden and Small Farm."

Read more about Flint's career at <http://ucanr.edu/blogs/blogcore/postdetail.cfm?postnum=14266>.

Carol Frate, UCCE field crops farm advisor, Tulare County, 36 years

Frate has conducted extensive research on the production of alfalfa, dry beans, sugarbeets and corn. Among the highlights of her career were trials to identify blackeye bean varieties resistant to Fusarium wilt, early research on deficit irrigation of alfalfa and work on corn stunt disease.



Carol Frate

"It has been a great gift to work with my UC colleagues and people in allied industries," Frate said. "And I could not have done the work I did without the assistance and patience of farmers, farmworkers, custom applicators, custom harvesters and truckers who made on-farm research projects successful."

Margaret Leong, compensation analyst, Staff Personnel Unit, 32 years



Margaret Leong

Leong started her career in 1981 as an employment assistant I in the Staff Personnel Unit of ANR, when it was called Agriculture and University Services because it managed UC printing and bindery services. Although she has remained with Staff Personnel, her job has changed a great deal over the years with the ever-changing challenges that she and her colleagues face in Human Resources. In retirement, Leong and her family will be traveling to Japan, which has been a long-time dream of hers.

Michelle LeStrange, UCCE vegetable crops and environmental horticulture advisor, Tulare County, 31 years

Le Strange is an accomplished advisor in vegetable crop production, turfgrass and ornamentals, and weed management. She also founded and organized the Tulare/Kings Master Gardener program, guiding volunteers as they reach out to home gardeners to encourage sustainable landscaping by "Gardening Central Valley Style."



Michelle LeStrange

"In this career the more you get your hands dirty, the more you learn, and the more knowledge you have to share with others," Le Strange said. "I was thrilled working with some of the largest vegetable producers in the state and simultaneously helping the home gardener. It was always a stimulating challenge."

Eric Mussen, UCCE bee specialist, UC Davis Department of Entomology, 38 years



Eric Mussen

Mussen's research and extension activities have focused on the improvement of honey bee health and honey bee colony management practices. Because of Mussen's approachability and strong communication skills, he has been widely sought by beekeepers, growers, other researchers and news reporters as a speaker and information source on bees.

Read more about Mussen's career at <http://ucanr.edu/blogs/blogcore/postdetail.cfm?postnum=14032>.

Marcia Nelson, executive assistant, Communication Services and Information Technology, 20 years

Nelson, who earned a B.S. in animal science at UC Davis, started her UC career in 1986 with the School of Veterinary Medicine. In 1999 she joined CSIT as an assistant to Bob Sams, the executive director.



Marcia Nelson

Nelson owns a specialty gardening business and recently completed courses in aesthetic pruning of trees and shrubs. "With additional free time, I will also have the opportunity to serve more as an ANR Master Gardener," she said.

Yvonne Nicholson, UCCE nutrition, family and consumer sciences advisor, Sacramento County, 22 years

Throughout her career, Nicholson has been involved with UC faculty in conducting nutrition and health applied research focused on the African-American, Latino, Russian and Vietnamese cultures.

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Retirements, cont.

Bob Sams, executive director, Communication Services and Information Technology, 19 years



Bob Sams

In 1995, when Sams was hired, ANR had launched its first website, mostly for employees to use. Newsletters, news releases and manuals were printed on

paper and mailed. Possessing a unique combination of knowledge about agriculture, communications and technology, Sams oversaw ANR's communications transformation to meet the demands of a society that Googles for information, reads e-books and shares news via social media.

Before joining UC, he worked at Penn State as a manager of farm operations, then for 7 years in external and government relations. In retirement, he looks forward to fishing.

Larry Schwankl, UCCE irrigation specialist in the Department of Land, Air and Water Resources at UC Davis, based at the UC Kearney Agricultural Research and Extension Center in Parlier, 28 years



Larry Schwankl

Schwankl's research emphasis has been in drip, sprinkler, and flood irrigation. He has worked on irrigation system maintenance and chemigation, irrigation scheduling using soil moisture monitoring and evapotranspiration techniques.

Dorothy Smith, UCCE nutrition, family and consumer sciences advisor in El Dorado, Amador, Calaveras and Tuolumne counties, 12 years

Smith's areas of expertise include human nutrition, food safety and human health and well-being. During the latter half of her tenure, Smith has focused on building a school garden program in the Central Sierra region because, she said, "growing something is a great way to make sure you are



Dorothy Smith

eating healthy."

"I have really enjoyed the opportunity to work in the foothills with small, rural counties," Smith said. "We have been able to make

some significant changes that affect the whole community."

Robert Timm, director of UC Hopland Research & Extension Center and UCCE wildlife specialist, 27 years



Robert Timm

He published the book "Prevention and Control of Wildlife Damage" in 1983 and co-edited the 2004 revision. Since 1989, he has served in many leadership roles on the Vertebrate Pest Council. In 2007, Timm planned the first Urban Coyote Symposium and published papers from the symposium as a management guide. He also created the website CoyoteBytes.org to provide current, science-based management recommendations to wildlife managers and decisionmakers at the city, county and state levels who were dealing with urban coyote conflicts.

Timm was instrumental in the design and construction of Hopland REC's Rod Shippey Hall, which opened in 2012.

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UC takes lead in defining privacy, creating framework

UC has become the first major higher education institution in the country to clearly define privacy both for individuals and the university as a whole, and to establish guiding principles and a framework to address these issues.

Privacy is a highly complex issue, even more so in higher education because universities handle a wider array of services — from education, research and healthcare to historical archives and mortgage loans — than most private companies do. Privacy issues touch on everything from student, patient and donor records to the websites visited on work computers and the research data shared among colleagues.

UC's new privacy program outlines the values and operating principles needed to strike the delicate balance between protecting the personal autonomy of individuals at UC and safeguarding the data entrusted to the university by the people it serves — all while maintaining the institutional transparency required of a public agency.

President Janet Napolitano supports the approach to privacy, which had its origins in 2010 when her predecessor, Mark Yudof, convened a steering committee to perform a comprehensive review of the university's current privacy and information security policies.

The committee's resulting 47-page report clearly defines and differentiates between autonomy privacy (the ability of individuals to conduct activities without observation such as do research and visit websites) and information security (protects information about people and infrastructure such as student or patient records and intellectual property). The report identifies these as important UC values, sets guiding principles, and establishes a common vocabulary for how the university should address these issues.

While UC has consistently worked hard to comply with federal and state regulations, the goal of the privacy program is to allow UC to operate even more effectively and efficiently.

Each campus has designated a privacy official who will work collaboratively to develop, implement and administer a comprehensive privacy program at their location.

Catherine Montano, ANR's designated privacy official, is working on creating a privacy board and an ANR-specific privacy program.